



Ethnic & Minority Affairs Committee (EMAC) Meeting
Friday, September 7, 2018
9:00-11:00 AM
Denver Conference Room at 1800 Grant Street, Denver, CO 80203

MINUTES

Attending: Tina Moser (Co-Chair, AMC), Lindsay Roberts (Co-Chair, UCB), Debbie Carter (Secretary, AMC), Naomi Nishi (UCD), Frank Zhang (UCCS), Mark Knowles (CURFA), Kathy Prue-Owens (UCCS), Joanne Addison (UCD), Darren Chavez (SYS), Rian Cheley (SYS); **Others Attending:** Alphonse Keasley (ODECE, UCB), Andrea Herrera (CDO, UCCS)

Approval of Minutes: Minutes from the meeting on May 4, 2018, were approved as presented.

Items Discussed:

1. **Introductions**
2. **Review EMAC charge and purpose**
 - a. Committee Charges outlined on the Faculty Council website:
 - i. <https://www.cu.edu/faculty-council/committees/ethnic-and-minority-affairs-emac-committee>
 - b. Centralized place for working EMAC documents
 - i. Google Docs/Google Drive EMAC Shared Folder
<https://drive.google.com/open?id=0B32-6tPFRiVZmxfOUtoYU9nOTA>
 - c. Review Faculty Senate Bylaws on Faculty Council Committees
 - i. <https://www.cu.edu/faculty-council/laws/section-iii-faculty-council>
 - ii. 3 unexcused absences will result in a dismissal from the committee
 - d. Recruitment channels
 - i. New faculty orientation
 - ii. Faculty professional development offices
3. **Should EMAC change committee name to say “race” and update the charge to more clearly include international Faculty of Color?**
 - a. Comments from the floor:
 - i. We want to emphasize "race" for better representation and to keep issues facing "race" at the center-point of the committee.
 - ii. We want to reflect current language.
 - iii. We need to consider whether to use international “minorities” or international “individuals.”
 - b. **Action Items:**
 - i. Create a Google doc with definitions
 1. Naomi can provide EMAC some definitions of “race” for the committee to develop a consensus.
 - ii. Continue discussion at future meetings
4. **EMAC’s three major projects for AY 2018-19**
 - a. **Faculty of Color Lunch Series**
 - i. Development of project teams
 1. Members are encouraged to sign up for your own campus if you think you’ll be able to help.
 2. Utilize existing groups on the campuses so EMAC doesn't take it all on alone.

- ii. Similar to a meet and greet - to start connecting with faculty of color and to put out there that EMAC exists as well as other support networks on the campuses.
- iii. Resonates with charge to build networks for faculty of color.
- iv. Timeline Review
 - a. Potentially there will be 2 in fall and 2 in spring OR 1 in fall and 3 in spring

v. Actions Items:

- 1. Members should sign up using the Google Doc:
 - a. <https://docs.google.com/document/d/1m6SZg3cTSOv09eHleA3lkjpOXR3ZoaFq3wOxaQ4Bdrc/edit>
 - 2. Continue to think about what timing is best for your campus
 - b. Continue conversations with CDOs and campus leaders
 - c. Connect with the diversity committees on the campuses' faculty assemblies
- 5. CU System Diversity Summit Overview with Alphonse Kasley from the Office of Diversity, Equity & Community Engagement at CU Boulder**
- a. When & Where: November 13-14, 2018, at CU Boulder
 - b. Representatives on the planning committee from each campus
 - c. They would like to see campuses work collaboratively on breakout sessions
 - i. It would be important and wonderful if EMAC could propose a breakout session
 - ii. *Proposal deadline is September 26* – an email blast from the planning committee will be sent with details.
 - d. *EMAC could consider whether to support transportation costs from UCCS to Boulder.*
 - i. Lindsay and Tina will follow up with Alphonse about cost estimate.
 - e. Members can contact Alphonse with questions about the summit.
- 6. Status of the Women's and Ethnic Studies (WEST) Program at UCCS with Andrea Herrera, WEST Professor and Associate Vice Chancellor for Inclusion and Academic Affairs**
- a. Action Items:**
- i. EMAC will draft a resolution of support to bring to Faculty Council next month.
 - 1. Naomi has already submitted a letter of support on behalf of the Faculty Council Equity and Inclusive Excellence Taskforce.
- 7. Faculty Council Equity & Inclusive Excellence Taskforce Update from Naomi Nishi, Taskforce Chair**
- a. Re: Recommendations
 - i. In light of the announcements on the diversity inventory, social climate survey, and presidential search it was decided that full recommendations be postponed until after the social climate survey. As an alternative, immediate recommendations that could be moved forward right now were presented and discussed at Faculty Council on August 30, 2018. Looking ahead, Faculty Council Chair Joanne Addison has asked the taskforce to take a pause until more information is gathered. Naomi will be meeting with Joanne to discuss where things are headed.
 - b. Re: Social Climate Survey
 - i. A working group is being assembled by administration. Tina Moser and Brenda Allen were put forth to participate. Tina hasn't heard anything more on it.
 - c. Re: Collection of optional demographic information from faculty and staff
 - i. Naomi is following up with the Faculty Council LGBTQ+ committee.

Adjournment: The meeting adjourned at 11 a.m. The next committee meeting will be held on October 5, 2018, in the Pikes Peak Conference Room at 1800 Grant Street.